

Opportunities for Customized Employment during post-high school

A Customized Approach to Employment

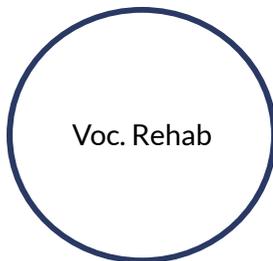
One of the strongest predictors of post-school employment success for young adults with disabilities is whether or not they held one or more paid jobs during high school. The importance of community-based assessments, job training, and paid employment opportunities, while still in school, have been well documented in achieving positive post-school outcomes.

Getting that first job can make a significant difference for students with intellectual and developmental disabilities. Finding the right job can be a challenge. Through a customized approach to employment, needed supports and conditions of employment are identified. Student's unique interests and abilities are discovered and paired with the needs of a business in the community. Internship opportunities and paid work experiences during school are part of the Discovery process and create a rich profile and digital portfolio.

Customized Employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time . . . one employer at a time.



- Provides long term supports for supported employment.
- Coordinate and support all participating organizations, school personnel and Project participants .



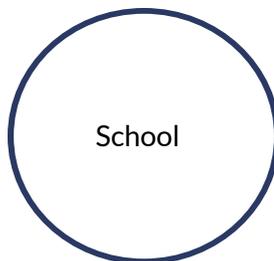
- Assist with eligibility for VR services
- Authorize Discovery Process
- Provide resources and funding for temporary work and job coaching



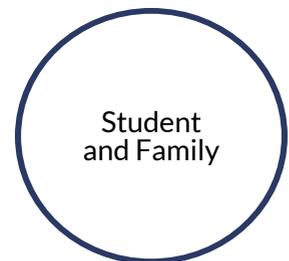
- Assists with DWS eligibility and application
- Provide resources for paid internship opportunities
- Provide student and family support



- Coordinate and lead Customized Employment process.
- Provide Job Development and Job Placement
- Provide employment supports and coaching



- Coordinate with employment provider all partnering agencies for Customized Employment efforts and supports



- Be committed to employment efforts and expectations
- Complete application for all participating organizations
- Communicate with team and lend support

BENEFITS OF EMPLOYMENT

PURPOSE OF TIME



SOCIAL DEVELOPMENT



SELF WORTH



SKILLS AND ABILITIES



INDEPENDENCE

- Gives value and purpose to our time and creates meaning to our day.
- Allows opportunity for social and interaction with others and the development of social skills and relationships.
- Contributes to individual self worth. Promotes sense of accomplishment, purpose and contribution.
- Opportunity to increase knowledge and development of new skills and abilities.
- Opportunity to earn income and increase independence



ADDRESSING CONCERNS AND NEXT STEPS



- What is your dream for employment for your son or daughter?
- What are your greatest fears regarding employment for your son or daughter?
- What do you need right now to begin feeling comfortable with your son or daughter's employment future?
- What help do you need to get started exploring employment?

Please write down 2-3 steps you will take right away to begin your (or your son/daughter's) employment journey?
